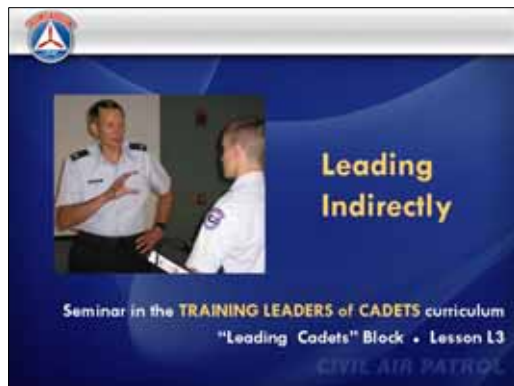


LEADING INDIRECTLY



Scope: If cadets are to become leaders, the senior members who guide them must take a leadership approach that nurtures the cadets' potential. During this seminar, students will discuss what it means to lead indirectly, and discuss practical methods for coaching and mentoring cadets. Through the use of case studies, students will apply principles of indirect leadership to common leadership challenges at the squadron level.

Format: Guided Discussion with Case Studies

Duration: 50 minutes

Objectives:

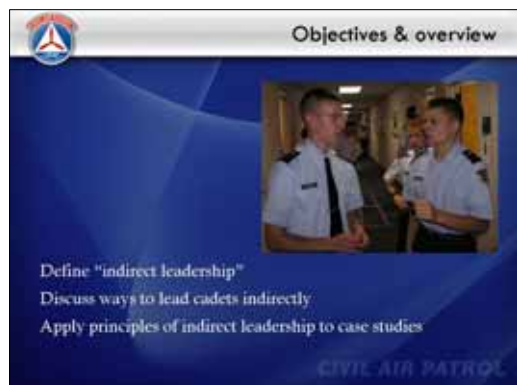
1. Define “indirect leadership.”
2. Discuss ways to lead cadets indirectly.
3. Describe principles of indirect leadership related to counseling and disciplining cadets.
4. Apply principles of indirect leadership to case studies.
5. Justify the use of indirect leadership methods to develop cadets' potential.

Resources: Case studies; note-taker; PowerPoint slides.



INTRODUCTION & OVERVIEW

“Leaders don’t create followers, they create more leaders.”
– Tom Peters





MAIN POINT #1 INDIRECT LEADERSHIP FOCUSES ON DEVELOPING CADETS' POTENTIAL TO LEAD

What is "indirect leadership"? What does it mean for seniors to lead cadets indirectly?

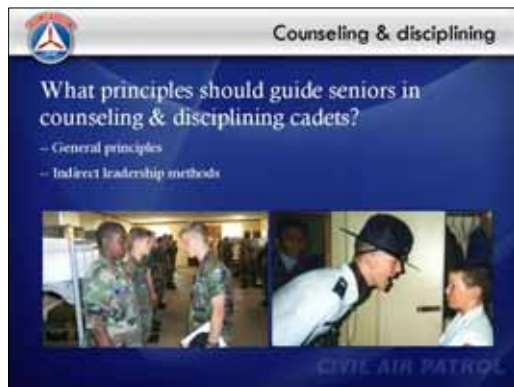


MAIN POINT #2 USE INDIRECT LEADERSHIP METHODS EVERY STAGE OF THE PROJECT

When getting cadets started on a new project or assigning them to a new staff position, what are some good methods of indirect leadership?

In the midst of the project, the cadet might stumble or lose focus. How do you adjust the cadet's leadership to keep them on track?

The end of any project or staff assignment is a good time to take stock in what went well and what didn't go as planned. What types of indirect leadership techniques can you suggest in debriefing cadets and helping them learn from their mistakes?

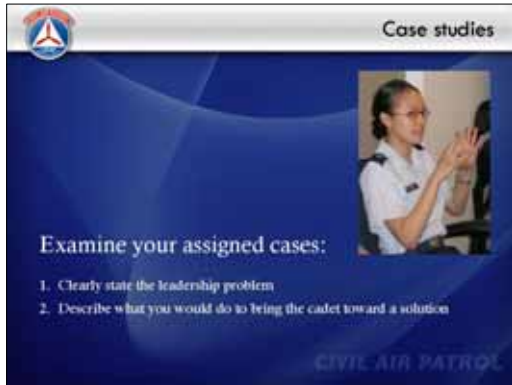


MAIN POINT #3 TAKE A POSITIVE APPROACH TOWARD COUNSELING & DISCIPLINARY ACTIONS

What principles should guide seniors and cadet staff in counseling and disciplining cadets? How can we take a positive approach toward disciplinary actions?

General Principles:

Indirect Leadership Methods:



Main Point #4 Case Studies

Case Study Number ____


Problem:

Solution:

Case Study Number ____

Problem:

Solution:

 Conclusions


Indirect leadership methods develop cadets' potential more effectively than authoritarian or direct leadership methods

Begin with "mission-type orders" to define the goal, not prescribe the solution

Require updates and approvals along the way


Ask questions to tighten cadets' logic and introduce new ideas

Mentor and debrief cadets to help them learn from their mistakes




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CONCLUSIONS, REMOTIVATION & CLOSING

 Final thought

Don't tell people how to do things, tell them what to do and let them surprise you with their results.

- George S. Patton



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